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അസാധാരണം EXTRAORDINARY

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GOVERNMENT OF KERALA

Labour and Skills (B) Department

NOTIFICATION

No. B2/176/2024/LBRD

*Dated, Thiruvananthapuram, 12th May, 2025
29th Medam, 1200*

The following Draft Rules further to amend the Kerala Factories Rules, 1957, which the Government of Kerala proposes to make, in exercise of the powers conferred by Section 64, sub-section (2) of Section 66 and Section 112 of the Factories Act, 1948 (Central Act 63 of 1948), is hereby published for general information as required under sub-section (1) of Section 115 of the said Act.



Notice is hereby given that the said Draft Rules will be taken up for consideration on or after 45 days from the date of publication of this notification and that suggestions or objections, if any, in respect of the said Draft Rules, which may be received from any person or factories before the date specified above, will be considered by the Government. Suggestions or objections if any, on the Draft Rules shall be addressed to the Secretary to Government, Labour and Skills (B) Department, Government Secretariat, Thiruvananthapuram-695 001.

DRAFT RULES

1 Short title and commencement – (1) These rules may be called the Kerala Factories (Amendment) Rules, 2025.

(2) They shall come into force at once.

2 Amendment of the Rules – In the Kerala Factories Rules, 1957, for rules 108, 109, 110 and 111, the following rules shall be substituted, namely:-

"108. Persons who hold position of supervision or management or are engaged in confidential position in a factory:- (1) The following persons shall be deemed to hold positions of supervision or management, namely:-

1. Managers
2. Assistant Managers
3. Departmental Heads and Assistants
4. Engineers
5. Foremen
6. Chargemen or Head Maistries in Engineering Workshops.
7. Weaving Master and Spinning Master in Textile Mills.
8. Head Electricians/Electrical Supervisors.
9. Head Tea Makers.
10. Head Rubber Makers.
11. Assistant Head Tea Makers
12. Assistant Head Rubber Makers
13. Moopans in Oil Mills
14. Moopans, Yard Superintendents, Yard supervisors, Assistant Yard Superintendents and Assistant Yard- Supervisors in Coir Factories.
15. Labour or Welfare Officers
16. Security Officers
17. Assistant Security Officers including Security Inspectors
18. Guards
19. Shifts in charge
20. Industrial Relations Managers
21. Supervisors
22. Safety Officers

(2) The following persons are deemed to hold confidential positions, namely:-

- (i) Time keepers employed in a factory within the meaning of clause (1) of section 2 of the Act.
- (ii) Stenographers and Personal Clerks, Managers or Managing Director of factories;
- (iii) Any other person, declared in writing by the Government as holding a confidential



position in the factory and is declared so, in writing, by Government on application by the manager of the factory under conditions as may be imposed by the Government;
(iv) Staff maintaining personal files/Service Registers.

109. List to be maintained of persons holding confidential position or position of supervision of Management.- A list showing the names and designations of all persons to whom the provisions of sub-section (1) of section 64 have been applied, shall be maintained in every factory.

110 . Exemption of certain adult workers.-Adult workers engaged in factories specified in column (2) of the schedule below for the work specified in column (3) of the said schedule shall be exempted from the provisions of the sections specified in column (4) subject to the conditions if any, specified in column (5) of the said schedule.

SCHEDULE

<i>Section of the Act empowering grant of exemption</i>	<i>Class of factory</i>	<i>Nature of exempted work</i>	<i>Extent of exemption</i>	<i>Remarks</i>
(1)	(2)	(3)	(4)	(5)
64 (2) (a) and 64 (3)	All factories	Urgent repairs	Sections 51, 52, 54, 55, 56 and 61	<p>(1) No worker shall be employed on such repairs for more than 15 hours on any one day, 30 hours during any three consecutive days or 66 hours during each period of seven consecutive days commencing from his first employment on such repairs.</p> <p>(2) Within 24 hours of the commencement of the work, notice shall be sent to the Inspector describing the nature of the urgent repairs and the period probably required for their completion.</p> <p>(3) Exemption from the provisions of section 54 shall apply only in the case of adult male workers.</p>
64 (2) (a) and 64 (3)	Defense Establishments only	Urgent repairs	Sections 51, 52, 54, 55, 56 and 61	<p>(1) No worker shall be employed on such repairs for more than 75 hours of work in any week, including overtime.</p> <p>(2) No worker shall be allowed to</p>



work overtime, for more than seven days at a stretch and the total number of hours of overtime work in any quarter shall not exceed one hundred and twenty five.

64 (2) (b) and 64 (3)	All factories	<p>(1) Work in the machine- shop, the smithy or the foundry or in connection with the mill gearing the electric driving of lighting apparatus, the mechanical or electrical lifts or the steam or water pipes or pumps of a factory.</p> <p>(2) Work of examining or repairing any machinery or other part of the plant which is necessary for carrying on the work in the factory.</p> <p>(3) Work in boiler houses and engine rooms, such as lighting fires, in order to raise steam or generate gas preparatory to the commencement of regular work in the factory</p>	Section 51, 54 55, 56 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.
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64 (2) (c) and 64 (3)	All factories	Work performed by drivers, on lighting, ventilating and humidifying apparatus work performed by fire pump men	Sections 51, 54, 55, 56 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.
64 (2) (c)	Rice mills	Work of persons employed for filling and sewing bags of rice for delivery to customers	Sections 51, 54, 55 and 56	-do-
-do-	News paper presses	Work of persons employed in the rotary machines, stereo, binding and process departments.	Sections 51, 54, 55 and 56	-do-
-do-	Railway Creosoting Plant	Treatment of wooden sleepers required for railway work	Sections 51, 54, 55 and 56	-do-
-do-	Coir Factories	Workers engaged in drying coir yarns	Sections 55 and 61	Nil
-do-	Beedi Factories	Work of all persons	Sections 55 and 61	Exemption from the provisions of section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults.
64 (2) (c), 64(2)(e) and 64(3)	Fertilizer mixing Factories	Workers engaged in mixing of fertilizers	Sections 51, 52, 54, 55, 56 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub section (4) of section 64.
64 (2) (d)	Enamel Works	Work in furnace and annealing room	Section 55 and 61	Exemption from the provisions of section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults.
-do-	Plywood Manufacture	Work of cutting, gumming,	-do-	-do-



		pressing and drying of Plywood		
-do-	Cashew Factories	Work in the processing of Cashew nut for oil	Section 52	Nil
-do-	Tanneries	Country and Chrome tanning, all process from, the receiving of skins to the completion of the tanning process, finishing process being excluded	Sections 51, 54 and 55	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of Section 64. (2) The total number of hours worked in a week inclusive of overtime shall not exceed 56.
64 (2) (d)	Textile dyeing factories (non power)	Workers employed in the dyeing, bleaching and finishing sections.	Sections 51, 54, 55, 56 and 61	(1). The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2). The exemption from the provisions of Section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults. (3). Total number of hours inclusive of worked in a week of overtime shall not exceed fifty-six.
64 (2)(d)	Chicory factories	Work of persons engaged in the process of drying chicory	Section 55 and 61	Exemption from the provisions of Section 61 will apply in so far as it relates to a specification of the periods of rest intervals in the notice of work periods for adults.
64 (2)(d)	Electrical Battery charging works	All works	Section 55	Nil
64 (2)(d) and 64(3)	Oil tank installations	Works performed by workers in connection with pumping operations	Sections 51, 52, 54, 55, 56 and 61	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of Section 64. (2) The total number of hours worked in a week inclusive of



over-time shall not exceed fifty-six.

-do-	Fish curing or canning or freezing factories	All adult workers engaged in fish curing or fish canning or fish freezing.	-do-	-do-
64 (2) (d) and 64 (4)	Chemical factories	All workers engaged in continuous process work.	Sections 51, 52, 54, 55 and 56	<p>(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.</p> <p>(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by Sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64 subject to the following conditions, namely:-</p> <p>(a) The next shift of the shift worker shall not commence before a period of eight hours has elapsed. But, if the same shift worker is again employed for two consecutive shifts on the following day also, his next shift on the succeeding day shall not commence before a period of sixteen hours has elapsed.</p> <p>(b) Within twenty-four hours of the commencement of the subsequent shift notice shall be sent to the Inspector, describing the circumstances under which the worker is required to work in subsequent shift.</p> <p>(c) The exemption will be restricted to only male adult workers.</p> <p>(3) The total number of hours worked in a week inclusive of overtime shall not exceed fifty-six.</p>



This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64 (2) (d), 64 (3) and 64 (4)	Petroleum refineries	All workers engaged in continuous process work	Sections 51, 52, 54, 55, 56 and 61	- do-
-do-	Machine Tool Factory	Workers in the foundry, electrical and final assembly painting, mainten ance, heat treatment and rectification work in planning, milling grinding and turning.	Sections 51, 52, 54, 55, 56 and 61	-do-
do-	Bakeries	All workers engaged on continuous process work	Sections 51, 52, 54, 55, 56 and 61	-do-
64 (2) (d), and 64 (4)	Electrical generating and distribution station	Operation and maintenance of prime movers and auxiliaries, transformers and switches. The work of engine drivers and assistants, generator attendants, boilers attendants and greasers, switch board operators and pump men.	Sections 52, 54 and 55	(1) The limit of work inclusive of overtime shall not exceed those mentioned in sub- section (4) of Section 64 (2) When any shift worker in the continuous process has to work, the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by Sections 51, 54 and Clauses (i) and (ii) of sub- section (4) of section 64 subject to the following conditions, namely:- (a) The next shift of the shift workers shall not commence before a period of sixteen hours has elapsed. (b) Within twenty-four hours for



the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption will be restricted to only male adult workers.

64 (2) (d) and 64 (4)	Electrical Transforming factories	The work viz., operation and maintenance of the transforming plant, switches and synchronous condensers.	Sections 52, 54 and 55	-do-
-do-	Distilleries	Work on the extraction of sugar from various bases fermentation of sugar juice and distillation of fermented wash	-do-	-do-
-do-	Sugar factories	Extraction of the juice from the cane, clarification, evaporation and boiling of the juice, curing of the massecuite and bagging.	-do-	-do-
-do-	Municipal and public water and sewage pumping station	All workers engaged in continuous process work	-do-	-do-
-do-	Vegetable oil Hydrogenation factories	The work, namely refining bleaching filtering generation of hydrogen, hydrogenating	Sections 51, 52, 54, 55 and 56	(1) The limits of works inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) When any shift worker in the continuous process has to work the whole or part of a



and deodorizing processes up to the end of filling up the finished refined or hydrogenated product. Also compression of oxygen and the cylinder filling and work in the electrical power plant.

subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub-section (4) of section 64 subject to the following conditions, namely:-

(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed.

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week, inclusive of overtime, shall not exceed fifty-six.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64 (2) (d) Ice Factories
and 64 (4)

Work of the engine and compressor drivers and assistants and oilers

Sections 52, 54 and 55

(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of Section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by Sections 51 and 54 and Clauses (i) and (ii) of sub-section (4) of section 64 subject to the following conditions, namely:-



(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed.

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption will be restricted to only male adult workers.

-do-	Glass factories	Work in attending to furnace. All work and processes from mixing to removal of the manufactured glassware from the lears	Section 52	-do-
-do-	Paper factories	All work on paper making machinery and on the generation and supply of power connected there with. Work on choppers, digesters, kneaders, strainers, and washers, beaters paper making machines pumping plant, reelers, cutters and powerplant.	Sections 52, 54 and 55	-do-
-do-	Rubber tyre factories and Tyre Retreading	All work	Sections 51, 52, 54 and 55	-do-



	factories			
-do-	Hardboard factories	All workers on chippers and Sorters, Digesters, Defibractors, Holandors, Mixers and Strainers, Beaters, Board forming Machines, Hardening and tempering chambers, Humidifiers, Pumping, Plants and Trimmers	Section 55	<p>When any shift worker in the continuous process has to work the whole or part of subsequent shift in the absence of worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of sub section 4 of section 64 subject to the following conditions, namely:-</p> <p>(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed.</p> <p>(b) Within 24 hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.</p> <p>(c) The exemption will be restricted to only male adult workers.</p>
-do-	Iron and Steel Factories	All work on steel furnaces	Sections 51, 52, 54, 55 and 56	<p>(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of Section 64.</p> <p>(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by section 51, 54 and clauses (i) and (ii) of subsection (4) of Section 64 subject to the following conditions, namely :-</p> <p>(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed.</p> <p>(b) Within twenty-four hours of</p>



the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week inclusive of overtime shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64 (2)(d) and 64 (4)	Factories engaged in the manufacture of bricks, tiles and pottery	Work in Kiln burners and work of firing the producer, loading and unloading of trucks and driving the engine, propelling the trucks in the continuous kiln section of potteries only.	Sections 52, 55 and 61	When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64 subject to the following conditions, namely;
				(a) The next shift of the worker shall not commence before a period of sixteen hours has elapsed.
				(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.
				(c) The exemption shall be restricted to only male adult workers.
-do-	Aluminium Factories	All works	Sections 51, 52, 54, 55, 56 and 61	(1) The limits of work inclusive of over time shall not exceed those mentioned in sub-section (4) of Section 64.



(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions

imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64, subject to the following conditions, namely;-

(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed.

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week, inclusive of overtime, shall not exceed fifty six.

This condition shall not apply to the exemption granted under subsection (4) of section 64.

64 (2) (d) and 64 (4)	Aluminum Conductor Factories	All works	Sections 51, 52, 54, 55 and 56	(1) The limits of work inclusive of over-time shall not exceed those mentioned in sub-section (4) of section 64.
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(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64 subject to the following conditions,



namely :-

(a) The next shift of the worker shall not commence before a period of 8 hours has elapsed. But if the same shift worker is again employed for consecutive shifts of the following day also, his next shift of the succeeding day shall not commence before a period of 16 hours has elapsed.

(b) Within 24 hour of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption will be restricted to only male adult workers.

(3) The total number of hours worked in a week inclusive of overtime, shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64 (2) (d)
and 64 (4)

Copper
Conductor
Factories

All works

Sections
51,52, 54,
55 and 56

(1) The limits of work inclusive of over time shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers, from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64 subject to the following conditions, namely:-

(a) The next shift of the worker shall not commence before a period of eight hours has elapsed. But if the same shift worker is again



employed for two consecutive shifts of the following day also, his next shift of the succeeding day shall not commence before a period of 16 hours has elapsed.

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption will be restricted to only male adult workers.

(3) The total number of hours worked in a week, inclusive of overtime, shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64 (2) (d) High Tensile
and 64 (4) Galvanised
Steel Wire
Plant and Steel
Wire Rope
Factories

All works

Sections
51, 52, 54,
55 and 56

(1) The limits of work inclusive of over time shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such workers from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64 subject to the following conditions, namely;-

(a) The next shift of the worker shall not commence before a period of 8 hours has elapsed. But if the same shift worker is again employed for consecutive shifts of the following day also, his next shift on the succeeding day shall not commence before a period of 16 hours has elapsed.



(b) Within 24 hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption shall be restricted to only male adult workers.

(3) The total number of hours worked in a week inclusive of overtime shall not exceed 56.

This condition shall not apply to the exemption granted under sub-section (4) of section 64.

64 (2) (d)
and 64 (4)

Rayon
Factories

All works

Sections
55

(1) The limits of work inclusive of over-time shall not exceed those mentioned in sub-section (4) of section 64.

(2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64 subject to the following conditions, namely;-

(a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed.

(b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption will be restricted to only male adult workers.



64 (2) (d) and 64 (4)	Soap factories	(1) Work of person from the stage of handling and mixing of raw materials to the stamping and packing of soap tablets or bars both inclusive. (2) Glycerine recovery and distillation plant Complete working of the plant. (3) Soap powder (spray plant) complete working of the plant.	Sections 51, 52, 54, 55 and 56	(1) The limits of work inclusive of over time shall not exceed those mentioned in sub- section (4) of section 64. (2) When any shift worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64, subject to the following conditions, namely;- (a) The next shift of the shift worker shall not commence before a period of sixteen hours has elapsed. (b) Within twenty-four hours of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift. (c) The exemption shall be restricted to only male adult workers. (3) The total number of hours worked in a week inclusive of overtime shall not exceed 56. This condition shall not apply to the exemption granted under sub-section (4) of section 64.
-do-	Cement Factories	All workers engaged on continuous process work.	Section 55	When any shift-worker in the continuous process has to work the whole or part of a subsequent shift in the absence of a worker who has failed to report for duty, exemption shall be deemed to have been granted to such worker from the restrictions imposed by sections 51, 54 and clauses (i) and (ii) of subsection (4) of section 64, subject to the following conditions,



namely;-

(a) The next shift of the worker shall not commence before a period of sixteen hours has elapsed.

(b) Within twenty-four hour of the commencement of the subsequent shift, notice shall be sent to the Inspector describing the circumstances under which the worker is required to work in the subsequent shift.

(c) The exemption shall be restricted to only male adult workers.

64 (2) (e) and 64 (3)	Naval establishments dealing with stores	All works	Sections 52 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub section (4) of section 64.
64 (2) (f) and 64 (3)	Establishments dealing in the Export of Pepper, Ginger and Spices and other hill products	All works	Sections 52 and 61	The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64.
64 (2) (g) and 64 (3)	Factories in Tea and Rubber Plantations	Work of persons engaged in any manufacturing process in a factory situated in and used solely for the purpose of Tea and Rubber Plantations	Sections 52, 55 and 61	-do-
-do-	Salt factories	All works	-do-	-do-
-do-	Oil Mills	Workers employed in the yard.	-do-	-do-
-do-	Flour Mills	Workers employed in the yard.	-do-	-do-
-do-	Rice Mills	Work of persons	-do-	-do-



		employed in drying, lifting and storing of paddy		
-do-	Cashew factories	Work of persons employed in receiving, drying, lifting and storing unpeeled or un shelled cashew nuts	-do-	-do-
-do-	Wood working factories	Work of persons engaged in drying of splints or veneers	-do-	-do-
64 (2) (i)	Newspaper printing factories	Teleprinter Services	Sections 51, 54 and 56	-do-
64 (2) (j) and 64 (3)	All factories	Workers engaged in the loading or unloading of railway wagons, lorries or trucks	Sections 51, 52, 54, 55, 56 and 61	(1) The total number of hours worked in a week inclusive of overtime shall not exceed 60. (2) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64
64 (2) (d) and 64 (3)	All factories	Works on automatic equipment engaged in galvanizing, anodising and enameling	Sections 51, 52, 54, 55, 56 and 58	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) The exemption shall be granted only in respect of adult male workers.
64 (2)	Any factory or class or description, of factories as may be notified by the State Government in the Official Gazette	Work of national importance as may be notified by the State Government in the Official Gazette	Sections 51, 52, 54, 55, 56 and 58	(1) The limits of work inclusive of overtime shall not exceed those mentioned in sub-section (4) of section 64. (2) The exemption shall be limited to adult male workers.

Explanation:-(1) The following shall be considered to be urgent repairs:-



- (a) Repairs to any part of the machinery, plant or structure of a factory which are of such a nature that delay in their execution would involve danger to human life or safety or the stoppage of manufacturing process.
 - (b) Breakdown repairs to the motive power, transmission or other essential plant of other factories, collieries, railways, dock-yards, harbours, tramways, motor transport, gas, electrical generating and transmission, pumping or similar essential of public utility services carried out in general engineering works and foundries and which are necessary to enable such concerns to maintain their main manufacturing process, production of services or service during normal working hours.
 - (c) Repairs to deep-sea ships and repairs to commercial air-craft done in a factory which are essential to enable such ship or aircraft to leave port at proper time or continue their normal operation in a sea or air worthy condition, as the case may be.
 - (d) Repairs in connection with a change of motive power, for example from steam to electricity or vice versa, when such work cannot possibly be done without stoppage of the normal manufacturing process.
- (2) Periodical cleaning is not included in the term 'examining or 'repairing.

111. Exemption to women working in fish curing, fish - canning by freezing factories.- All women working in fish curing, or fish – canning by fish freezing factories shall be exempted from the provisions of subsection (1) of section 66 subject to the following conditions :

- (1) All women whose duty terminates or starts after 7 p.m. and before 6 a.m. should be provided with free conveyance from their residence to factory and back.
- (2) No women shall be employed before 6 a.m. or after 7 p.m. for more than three days in any one week. The number of days on which a woman may be so employed shall not exceed ninety in a year.
- (3) A period of uninterrupted rest of at least nine hours shall intervene between the cessation of a period of work after 7 p.m., on any day and the beginning of a fresh period of work on the following day."

By order of the Governor,
Dr Vasuki K I A S,
Secretary to Government.

